# Conflict Management Plan

*STEAM-POWERED EDUCATION*

*2021-2-BG01-KA210-SCH-000049746*

*A Conflict Management Plan should always be put in place where there’s an actual conflict of interest, as well as for some potential or perceived conflicts of interest.*

1. Details of coordinator and partners:

**Name of coordinator:** Ayten Kyazimova, Bulgaria

**Position of coordinator:** manager

**Name of partner:** Marija Stojkovic, Serbia

**Position :** teacher

**Date of plan development:** 01.03.2022

**Period of this management plan:** (01.03.2022-01.09.2023)

**Date of agreed review:** (01.04.2022)

**Name of coordinator:** Ayten Kyazimova, Bulgaria

**Position of coordinator:** manager

**Name of partner:** Murat Yusufoglu, Turkey

**Position :** teacher

**Date of plan development:** 01.03.2022

**Period of this management plan:** (01.03.2022-01.09.2023)

**Date of agreed review:** (15.03.2022)

1. Conflict identification/ sources/ types- Partnering issues, Task conflict, Relationship conflict, Interface conflict, Financial conflict, Institutional conflict, Technical issues
2. Conflict prevention/ measures- Team building, Information technology, Adequate preparation, Knowledge management
3. Conflict resolution/ strategies and principles- Negotiation, Prompt, Prioritised, Systematic, Cooperative, Organisation optimisation, Mediation
4. Conflict feedback/ impacts- Objective, Relationship, Efficiency, Optimisation

## 

**Description of potential conflict situation:**

* Avoiding communication (via apps and platforms)
* Non-implementing agreed tasks
* Non-taking the responsibilities as they have agreed
* Non-implementing the project activities
* Other conflict situations throughout the project period.
* Not taking part in discussions of certain matters
* Lack of interest and motivation to work on the project
* Delays with the implementation of the activities

If there’s an actual conflict, the Coordinator will need to take any decisions on the matters around the conflict. Partners will be asked and encouraged to resolve the conflict kindly and in a friendly way.If it is not possible, the conflict partner will be replaced by a colleague/s that is/are equally involved in the matter of the project.

## The plan was developed by the Coordinator and the Partners, and approved by the legal representatives of project organisations.

**Coordinator:**

Ayten Kyazimova 15.03.2022

Name Date

manager   
Position

**Partner:**

Marija Stojkovic 15.03.2022

Name Date

teacher

Position

**Partner:**

Murat Yusufoglu 15.03.2022

Name Date

teacher

Position